



Le Sueur County, MN

Tuesday, April 19, 2016

Board Meeting

Item 4

9:45 a.m. Human Resources (10 min)

Staff Contact:



Human Resources

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Cindy Westerhouse – Human Resources Director

HUMAN RESOURCES AGENDA ITEMS April 19, 2016

The Employee Recognition Committee and the Le Sueur County Commissioners wish to recognize the following employees celebrating their significant length of service anniversaries.

Jeff Thelemann	25 Years	Sheriff's Office
Galen Holicky	15 Years	Highway
Pam Dunkelbeck	15 Years	Attorney's Office
Scott Blaschko	5 Years	Building Maintenance
Shari Solheim	5 Years	Human Services
Megan Wiyninger	5 Years	Public Health

Recommendation to reappoint Darrell Pettis as the County Highway Engineer. This appointment is a four-year term beginning May 1, 2016 through May 1, 2020.

Recommendation to hire Austin Buss as a part time Jailer/Dispatcher in the Sheriff's Office, as a Grade 6, Step 1 at \$17.50 per hour, effective May 5, 2016.

Recommendation to hire Nicole Wegner as a part time Jailer/Dispatcher in the Sheriff's Office, as a Grade 6, Step 1 at \$17.50 per hour, effective April 26, 2016.

Recommendation to hire Shawn Boyle as a part time Jailer/Dispatcher in the Sheriff's Office, as a Grade 6, Step 1 at \$17.50 per hour, effective April 20, 2016.

Recommendation to hire Zachary Johnson as a part time Compliance Specialist in Drug Court, as a Grade 4, Step 1 at \$15.58 per hour, effective April 20, 2016.

Recommendation to grant regular status to Talia Gilster, Community Support Technician in Human Services, effective April 12, 2016. Talia has completed the six-month probationary period.

Recommendation to grant a personal leave to Amber Lazzari, full time Social Worker in Human Services, effective April 8 to June 20, 2016.

Recommendation to approve the 2016 Le Sueur County Wellness Program Plan.

Equal Opportunity Employer



Le Sueur County Wellness Committee

Le Sueur County Wellness Program Plan 2016

The intent of the Le Sueur County Wellness Program is to improve the physical, mental and social well being of all individuals. The overall goals of the program are healthier, happier employees with an improved self-esteem, increased job performance, a decrease in the usage of sick days and ultimately a lower health plan utilization rate. Counties have specific authority for a wellness program under Minn. State. 15.46.

Through an opportunity from the South Central Service Cooperative, Le Sueur County developed a Wellness Program for 2016.

February 2016

- ✓ Speaker to present topic: Master Your Mindset: How Your Thoughts Impact You and How to Control Them.
- ✓ Speaker to present topic: "Build a Better Salad". Information on importance of lunch and preparing a healthy lunch.

March 2016

- ✓ Speaker to present topic: "Power Up Your Breakfast". Information on importance of breakfast and preparing a healthy breakfast. Employees will receive a cereal bowl with a packet of plain oatmeal, small box of raisins and a small packet of almonds.
- ✓ Speaker to present topic: "Shop Smart". Information on choosing the right foods in the grocery store and learn how to read labels.
- ✓ Speaker to present topic: Master Your Mindset: How Your Thoughts Impact You and How to Control Them (make-up session).

April 2016

- ✓ Speaker to present Hanna Somatic education. A rapidly effective form of neuromuscular (mind-body training) movement re-education that goes directly to the root cause of most chronic muscular pain: the brain and the way in which it senses and organizes the muscles and movement.

May 2016

- ✓ Financial Wellness - Retirement address how much you'll need in retirement, investing basics, how to find resources, Medicare summary and tax basics. Hand out Strengthen Your Finances/Strengthen Your Body book to attendees.

April – December 2016

- ✓ Fruity Friday Campaign – Pick several Fridays during the April-December to encourage employees to try different varieties of fruit.

May – December 2016

- ✓ To encourage employees to attend wellness events, have drawings for door prizes. At two of the wellness events, draw one name at the morning and one name at the afternoon sessions to give away a fit bit. Total of 4 fit bits.

June 2016

- ✓ Picnic in the Park to educate employees that healthy meals are not that difficult to prepare at home even when time is limited. An easily prepared healthy lunch will be served to the employees on “My Plate” plates. Employees take home their own my plate.

July 2016

- ✓ Distribute frozen fruit bars to employees to encourage healthy snacks in summer and along with a bottle of water to stay hydrated.

August 2016

- ✓ Speak to present topic: Time Management. Time can't be managed and time can't be saved. But it can be spent. Learn ways to effectively use your time in the workplace.

September 2016

- ✓ Speaker to present topic: Sandwich Generation – How to manage the stress between generations.

October/November 2016

- ✓ During open enrollment, employees will receive healthy snacks.

November 2016

- ✓ Offer yoga classes to employees to promote relaxation exercises and pay a portion of the fee.

December 2016

- ✓ Campaign to promote choosing healthy food items during the holidays. Employees receive healthy food items as well as a Subway gift card.